

WLOX
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
TMP	5,6,7,13,16,17,23	23
Account Executive	1,5,6,7,13,16,17,23	23
News Producer	1,5,6,7,13,16,17,21	21
News Producer	1,5,6,7,13,16,17,19	19
Executive Producer	1,5,7,13,16,17,23	23
TMP	5,6,7,13,16,17,18	18
MMJ	1,5,6,7,13,16,17	13
MMJ	1,5,6,7,13,16,17	13
Morning Anchor	1,5,6,7,13,15,16,17,19	19
Morning Anchor	1,5,6,7,13,15,16,17	16
Account Executive	1,5,13,16	13
Digital Sales Specialist	5,6,7,13,16,17	13
Creative Services Marketing Producer	5,6,7,13,16,17	13
Creative Services Marketing Producer	5,6,7,13,16,17	18

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	MS Department of Employment Security 10162 Southpark Dr Gulfport, MS 39505 https://mdes.ms.gov/win-job-centers/gulfport-win-job-center/	N	
2	MS State University P.O. Box P Mississippi State, MS 39762 https://msstate-csm.symplicity.com/	N	
3	University of Southern Mississippi McLemore Hall Hattiesburg, MS 39406 https://app.joinhandshake.com/jobs/	N	
4	University of South Alabama 390 Alumni Circle Meisler Hall, Suite 2100 Mobile, AL 36688 https://app.joinhandshake.com/jobs/	N	
5	INDEED https://www.indeed.com/	N	13
6	LinkedIn https://www.linkedin.com/jobs	N	2
7	Glassdoor www.glassdoor.com/jobs	N	
8	Media Line https://www.medialine.com	N	
9	Mississippi Associated Broadcasters 855 S. Pear Orchard Rd Richland, MS 39157 601-957-9121 www.msbroadcasters.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Media Match P.O. Box 48220 Los Angeles, CA www.mediamatch.com	N	
11	NAJA https://najanewsroom.com/	N	
12	NAHJ www.nahjcareercenter.com	N	
13	Gray TV/UKG https://gray.tv/careers#currentopenings	N	46
14	U.S. Department of Veteran Affairs Anthony Williams Anthony.williams8@va.gov	N	
15	TVJOBS.COM https://www.tvjobs.com/cgi-bin/jobs2/employers/	N	
16	WLOX, LLC Bulletin Board Sherry Boucher	N	
17	WLOX, LLC PSA & PROMOS Mike Kommersmith	N	
18	Current Employee Promotion	N	5
19	Employee Referral	N	11
20	Other Media	N	6
21	Walk-In	N	
22	Other Agency	N	
23	Transfer from another Gray Station	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			86

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	On air outreach promo.	<p>ON GOING</p> <p>On air invitation to potential employers to receive notification of all available job postings.</p> <p>WLOX EEOC Promo audio – 45 seconds <i>“WLOX-TV, a Gray television station, is committed to a broad applicant recruiting outreach program, in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the station’s job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration.</i> <i>Please send your requests to: WLOX-TV, 208 Debuys (Dah-Bees) Rd., Biloxi, MS 39531.”</i></p> <p>Director of Marketing</p>
2	Participate in Job Fairs (9)	<p>On October 14, 2021, our Digital Content Manager participated in a local high school career fair. The fair give students the opportunities to meet with various employers and ask questions to help decide their inter graduation.</p> <p>On March 8, 2021, WLOX News Director participated in the Arizona State University Virtual Career Fair.</p> <p>On March 16, 2021, WLOX News Director participated in the Mississippi State Virtual Career Fair.</p> <p>On March 24, 2021, WLOX News Director participated in University of Mississippi Virtual Recruiting Day.</p> <p>On April 7, 2021, WLOX News Director participated in University of North Texas Virtual Recruiting Day.</p> <p>On April 15, 2021, WLOX News Director attended the University of Southern Mississippi Recruiting Day.</p> <p>On April 21, 2021, WLOX News Director attended MAB Day at The University of Mississippi.</p> <p>On October 26, 2021, WLOX News Director attended Recruiting Day at Mississippi State University.</p> <p>On October 27, 2021, WLOX News Director attended Recruiting Day at University of Mississippi.</p>
3	MAB Annual Convention	<p>On January 10 and 11 GM attended the MAB Annual Convention.</p>